

EXHIBIT 8

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF DELAWARE

EQUAL EMPLOYMENT OPPORTUNITY)
COMMISSION,)
Plaintiff,)
v.) Civil Action No.
BE&K ENGINEERING COMPANY) 1:05-cv-00697-SLR
(SUBSIDIARY OF BE&K, INC.),)
Defendant.)

Deposition of SHARON ABRAMS taken
pursuant to notice at the law offices of Young,
Conaway, Stargatt & Taylor LLP, 1000 West Street, The
Brandywine Building, 16th Floor, Wilmington, Delaware,
beginning at 9:45 a.m., on Monday, March 20, 2006,
before Kurt A. Fetzer, Registered Diplomate Reporter
and Notary Public.

APPEARANCES:

WOODY ANGLADE, ESQ.
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Philadelphia District Office - The Bourse
111 South Independence Mall East - Suite 400
Philadelphia, Pennsylvania 19106-2515
For the Plaintiff

MARGARET M. DIBIANCA, ESQ.
YOUNG CONAWAY STARGATT & TAYLOR LLP
1000 West Street
The Brandywine Building - 17th Floor
Wilmington, Delaware 19801
For the Defendant

WILCOX & FETZER
1330 King Street - Wilmington, Delaware 19801
(302) 655-0477

Sharon Abrams

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1 Q. So Mr. Howe has never discussed Mr. Perez's
2 performance with you?

3 A. Not with me.

4 MR. ANGLADE: I think I'm at a point where
5 I'm finished. All I ask is after you finish your
6 questioning if I could review my notes if I have
7 additional questions.

8 MS. DiBIANCA: Let's take a minute break.

9 MR. ANGLADE: Okay.

10 (A brief recess was taken.)

11 MS. DiBIANCA: I have no questions.

12 MR. ANGLADE: I have no other questions.

13 MS. DiBIANCA: We are going to read.

14 (Deposition concluded at 2:00 p.m.)

W&F

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EQUAL EMPLOYMENT OPPORTUNITY)
COMMISSION,)
Plaintiff,)
v.) Civil Action
BE&K ENGINEERING COMPANY) No. 1:05-cv-00697-SLR
(SUBSIDIARY OF BE&K, INC.),)
Defendant.)

Deposition of CHRISTOPHER A. GUTTRIDGE taken pursuant to notice at the law offices of Young, Conaway, Stargatt & Taylor, 1000 West Street, Wilmington, Delaware, beginning at 9:07 a.m., on Friday, March 17, 2006, before Eleanor J. Schwandt, Registered Merit Reporter and Notary Public.

APPEARANCES:

WOODY ANGLADE, ESQ., TRIAL ATTORNEY
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Philadelphia District Office - The Bourse
111 S. Independence Mall East - Suite 400
Philadelphia, Pennsylvania 19106-2515
for the Plaintiff

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Christopher A. Guttridge

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1 Q. Just very quickly, I want to go back to your
2 interview with Pete Howe. Did Howe tell you that he was
3 looking to hire recent college graduates?

4 A. He told me he was looking to hire a recent
5 college graduate for this year. His wording was this:
6 He wanted to hire a college graduate for this year, and
7 he told me so because they hadn't hired a college
8 graduate in a couple of years.

9 And if you look at the department, you see
10 why. You see that's true, that they probably haven't
11 hired a college graduate in a couple of years. If you
12 look at Guttridge 2 you can see that, that they wouldn't
13 have hired a college graduate in a couple of years.

14 Q. Is it your opinion after you were hired that BE&K
15 has hired more people who were recent college graduates
16 as opposed to people who had more experience?

17 A. Honestly, I would say it is -- you are almost at
18 a 50-50 mix, half and half.

19 MR. ANGLADE: I have no further questions.

20 MS. DIBIANCA: We are going to read.

21 (Proceedings conclude at 1:17 p.m.)

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IN THE UNITED STATES DISTRICT COURT
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EQUAL EMPLOYMENT OPPORTUNITY)
COMMISSION,)
)
Plaintiff,)
) Civil Action
v.) No. 05-CV-00697
)
BE&K ENGINEERING COMPANY,)
(SUBSIDIARY OR BE&K, INC.))
)
Defendant.)

Deposition of PETER HOWE taken pursuant to notice at the law offices of Young, Conaway, Stargatt & Taylor, 1000 West Street, 17th Floor, Wilmington, Delaware, beginning at 9:25 a.m. on Friday, April 14, 2006, before Vincent J. Bailey, Registered Professional Reporter and Notary Public.

APPEARANCES:

WOODY ANGLADE, ESQ.

U.S. EEOC

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For the Plaintiff

MARGARET M. DIBIANCA, ESQ.

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(302) 655-0477

Peter Howe

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an age bias or that there was not an age bias?

MR. ANGLADE: I object to the form to the extent it calls for a legal conclusion.

You can answer.

A. The fact that the majority of this department is above forty indicates that there's no age bias.

MS. DIBIANCA: Okay. That's all.

(The deposition concluded at 7:00 p.m.)

*W&F
Peter Howe*

